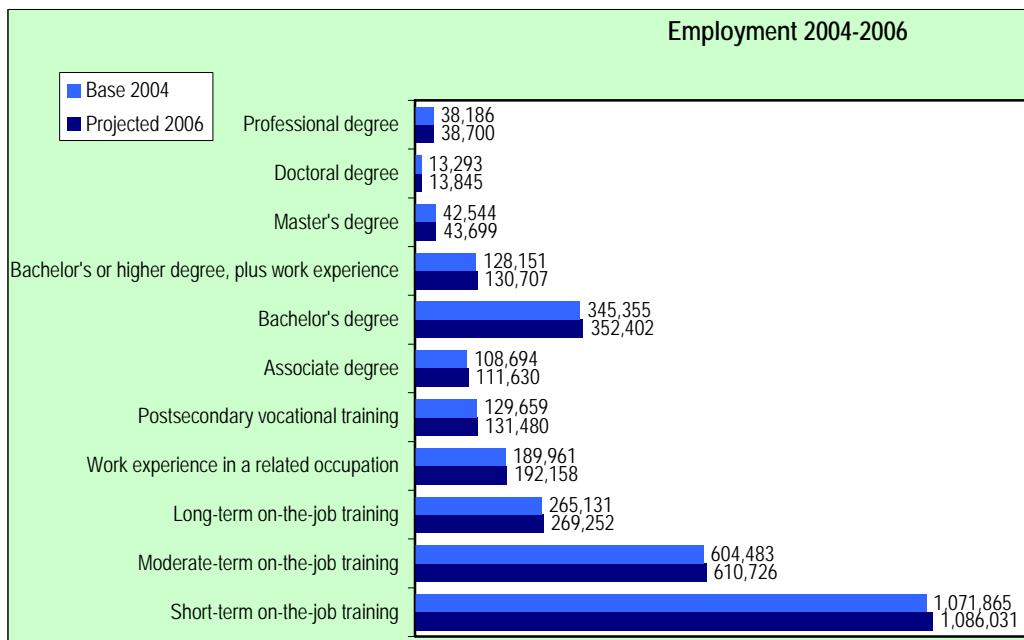




# RESEARCH BRIEF

## FUTURE DEMAND FOR EDUCATION AND TRAINING IN MISSOURI 2004-2006

**An adequately trained workforce is key for successful economic development – benefiting business, government, and labor. By understanding the current and future demand for skilled labor, workforce and education agencies can target resources to meet this demand.**

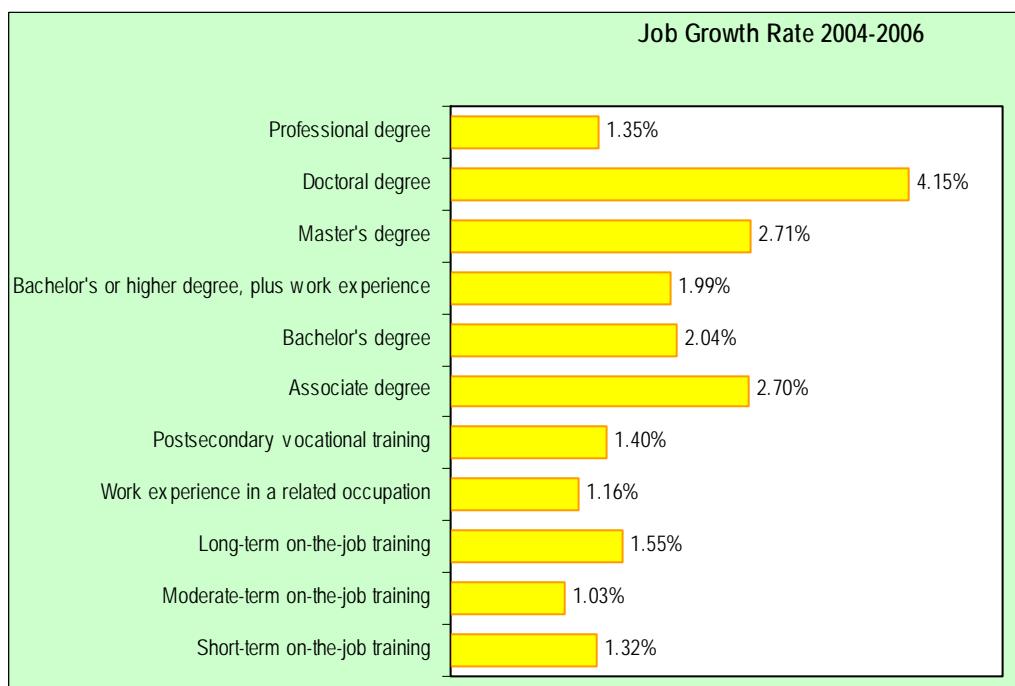


Over 60 percent of workers in Missouri are employed in occupations that typically, but not exclusively, require on-the-job training. The majority of this training can be acquired in a moderate (less than 12 months) or short (less than 1 month) period of time.

Most jobs having this level of training are expected to grow by around 1 percent over the next two years.

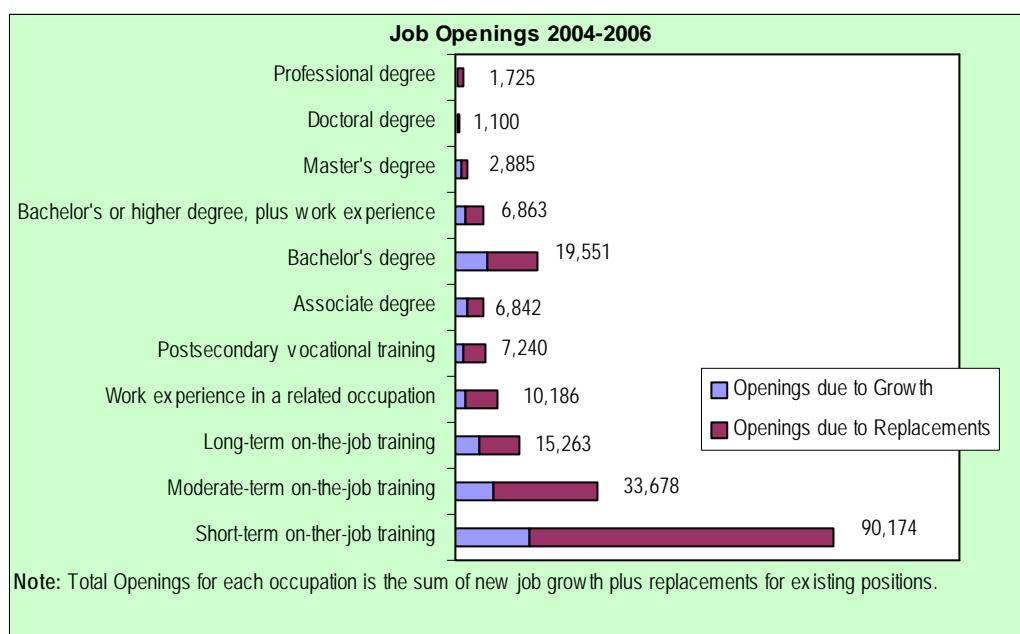
By contrast, nearly 20 percent of jobs typically require skills obtained through a bachelor's degree or higher - with most workers typically having a bachelor's degree and some work experience.

Most of these jobs are expected to grow by better than 2 percent during the next two years. In particular, skills gained through doctoral and master's degrees are expected to grow the fastest. Growth in Associate degrees is mainly caused by the increasing demand for registered nurses.



### **Training In Demand ...**

Over the next two years, Missouri's economy will need to fill over 190,000 job openings due to growth or replacements. Of these total openings, over 130,000 will need some sort of on-the-job training, most of which can be acquired in a moderate or short period of time. It is interesting to note that although occupations requiring an associate and doctoral degree have the lowest number of expected job openings, they have the highest percentage of growth openings relative to total openings, at 45% and 50% respectively.



*Expected job openings will place demands on higher education over the next two years.*

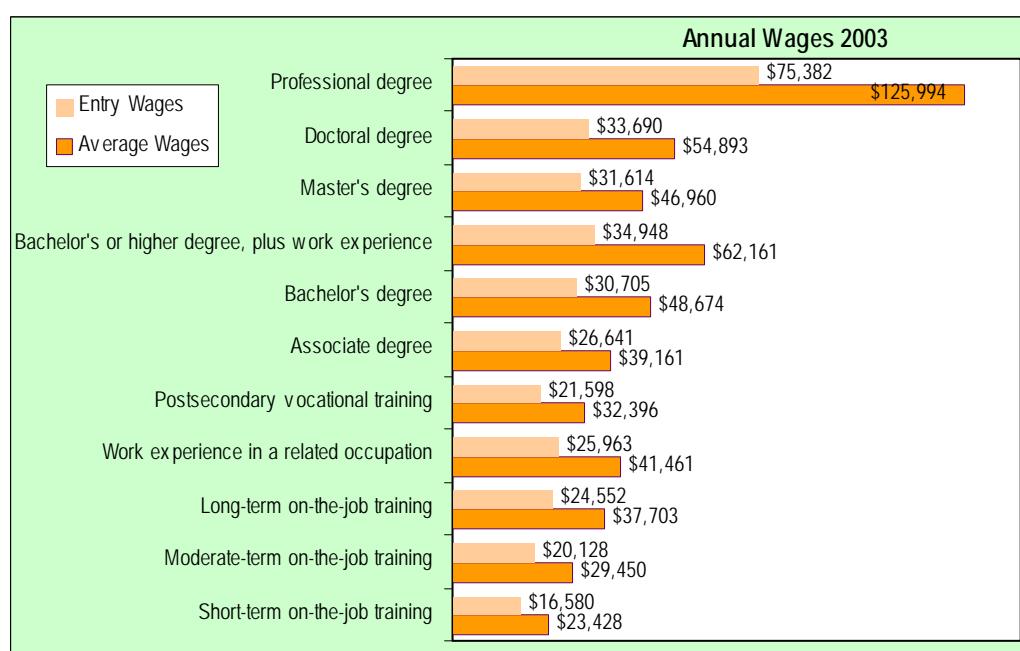
- 14,000 openings will need skills typically obtained through an associate's degree or vocational training.
- 26,000 openings will need skills typically gained by earning a bachelor's degree.
- 5,700 openings will need a graduate degree to obtain employment.

### **Training Pays ...**

Jobs typically needing higher levels of education and experience generally pay higher entry and average wages. Jobs with skills needing a professional or bachelor's degree plus work experience have the highest average wages, while those jobs typically needing only moderate or short term training pay the lowest average wages.

*Higher levels of training generally creates higher potential earnings as workers move from entry-level to more experienced work.*

- Training resulting in high wage gains of more than \$25,000 include: professional degrees and bachelor's degrees plus work experience.
- Training resulting in small wage gains of \$10,000 or less include: short-term on-the-job training and moderate on-the-job training.



## **DATA AND METHODS**

Based on projected occupational employment for Missouri between 2004-2006 taken from Occupational Projections produced jointly by the US Department of Labor (ETA) and the Missouri Department of Economic Development (MERIC).

Entry and average annual wages for Missouri in 2003 taken from Occupational Employment Statistics produced jointly by the US Department of Labor (BLS) and the Missouri Department of Economic Development (MERIC).

Education and experience ratings reflect the typical training needed to obtain employment in the occupation using national averages, and does not reflect required training; and were taken from the US Department of Labor (BLS, ETA).

## **ANALYSIS BY**

Majin Saebe  
David Peters

MISSOURI ECONOMIC RESEARCH AND INFORMATION CENTER  
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**[www.MissouriEconomy.org](http://www.MissouriEconomy.org)**

580 Harry S Truman Building  
PO Box 3150  
Jefferson City, MO 65102-3150  
PHONE 573-751-3595 • FAX 573-751-8385